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Agenda item 139
Human resources management

Composition of the Secretariat: staff demographics

Report of the Advisory Committee on Administrative and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General entitled "Composition of the Secretariat: staff demographics" (A/70/605), which covers the period from 1 July 2014 to 30 June 2015. The report was submitted pursuant to various General Assembly resolutions concerning human resources management, the most recent of which were resolutions 66/234, 67/255 and 68/252. During its consideration of the most recent composition report, the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarification, concluding with written responses received on 23 February 2016.

2. The report presents demographic statistical data on the global staff of the Secretariat, including staff movements, and on staff subject to the system of desirable ranges. The Advisory Committee notes that the previous composition report of the Secretary-General and the related observations of the Advisory Committee remain before the General Assembly for consideration (see A/69/292 and A/69/572, paras. 125-151).

Trends analysis

3. In previous reports, the Advisory Committee has pointed to the need for greater trends analysis in the composition report, which would identify the reasons for different patterns within the staff demographics, in particular those emerging since the issuance of the previous report, to help the reader to grasp the meaning behind the statistical data and tables (A/67/545, para. 138, and A/68/523, para. 5). In paragraph 13 of its resolution 68/252, the General Assembly requested the Secretary-General to supplement the information presented in the composition report with additional analysis of demographic trends and possible underlying reasons for those trends.

4. In his most recent report, the Secretary-General reiterates his belief that, in order to respond to the General Assembly's request, the reporting period should be

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adjusted to allow sufficient time for data analysis (see A/69/292, para. 3, and A/70/605, para. 3). The Secretary-General reiterates his proposal to report data on the composition of the Secretariat on the basis of the calendar year of 1 January to 31 December, with a cut-off date of 15 March of the following year, to allow the Office of Human Resources Management time to collect data from other departments and offices for a more detailed analysis. The time available to collect the data would therefore be extended from 2 to 10 weeks, which would improve the quality of the information available to the Office. As a result of the change in the reporting period to the calendar year, the time available for analysis of the trends would also be extended significantly, after which the Secretariat report would be finalized for subsequent submission to the General Assembly for its consideration.

5. In practical terms, the Secretary-General proposes that the report to be presented to the General Assembly at its seventy-third session would cover the demographic data for the period from 1 January to 31 December 2017, with a data cut-off date of 15 March 2018. The reporting period for the seventy-first session, covering the period of 1 July 2015 to 30 June 2016, would remain unchanged (A/70/605, para. 3).

6. **The Advisory Committee recalls that it does not object to the proposed change in the reporting cycle and the cut-off date for the demographic data included in the composition report, while stressing that the data for the six-month transitional period (July-December 2016) should be reflected in the report to be submitted to the General Assembly at its seventy-second session, in a format that facilitates comparisons with past and future periods. The Committee stresses that amending the reporting cycle and the cut-off date will not in themselves improve the analytical quality of the report.**

7. In terms of trends, in his report the Secretary-General provides data on staff demographics over a five-year period, from 2011 to 2015 (see A/70/605, table 2). In particular, the Secretary-General points out that over that period (a) the number of staff of the Secretariat and related entities in the United Nations system has increased by less than 1 per cent, from 75,442 to 76,115 staff members; (b) the number of Secretariat staff decreased by 6 per cent from 43,747 to 41,081 staff members; (c) in the Secretariat, the ratio of staff in the Professional and higher categories to total staff increased from 28 per cent to 31 per cent, while the ratio of staff in the General Service and related categories to total staff decreased from 62 per cent to 59 per cent.[1] Upon enquiry, the Advisory Committee was informed that the average number of applicants per job opening across all categories had increased from 163 to 212 over the same five-year period. **The Advisory Committee notes that the trends reported by the Secretary-General in his most recent composition report are similar to the trends already highlighted by the Committee in its observations on the prior composition report, reflected in the table below.**

[1] The ratio of the Field Service category of staff has remained at approximately 10 per cent since 2011.

Trends reported in the report of the Advisory Committee on Administrative and Budgetary Questions contained in document A/69/572 and in the report of the Secretary-General contained in document A/70/605

Report of the Advisory Committee contained in document A/69/572, para. 130	*Report of the Secretary-General on the composition of the Secretariat (A/70/605)*
(a) A generally stable number of staff in the Secretariat, with 41,426 serving staff as at 30 June 2014 compared with 41,273 a year earlier (A/69/292, table 2)	A very slight decrease in the number of staff in the Secretariat, with 41,081 serving staff as at 30 June 2015 (A/70/605, table 2)
(b) A slight increase in the proportion of staff in the Professional and higher categories compared with overall staffing numbers since 2010 (28 to 30 per cent) (ibid.)	A slight increase in the proportion of staff in the Professional and higher categories compared with overall staffing numbers since 2011 (28 to 31 per cent) (A/70/605, table 2)
(c) An increase in the percentage of staff in the Secretariat with permanent or continuing appointments from 11 to 17 per cent (ibid.)	An increase in the percentage of staff in the Secretariat with permanent or continuing appointments from 16 per cent in 2011 to 23 per cent in 2015 (A/70/605, table 2)
(d) The average age of Secretariat staff continues to increase, having risen from 42.3 years in 2010 to 43.8 years in 2014 (ibid.)	The average age of Secretariat staff has increased slightly to 44.2 years in 2015 (A/70/605, table 2)
(e) The average length of service in the Secretariat for all staff categories now stands at 7.2 years (ibid., table 12)	The average length of service in the Secretariat for all staff categories has increased slightly to 7.6 years (A/70/605, table 11)

8. The Advisory Committee reiterates its recommendation that the General Assembly request the Secretary-General to undertake an analysis of trends and to explain the possible reasons for certain trends, including the impact of recent human resources reforms. These details should be reflected in future reports.

Growth in senior-level appointments

9. The report of the Secretary-General also indicates that a total of 166 staff members of the Secretariat were serving at the levels of Under-Secretary-General and Assistant Secretary-General as at 31 June 2015 (see A/70/605, tables 6 and 7). Upon enquiry, the Advisory Committee was provided with statistical information indicating that the number of Secretariat staff serving at these levels has increased by 19.4 per cent over the past five years (from 139 staff members in 2011 to 166 in 2015). This increase has to be viewed in contrast to the overall 6 per cent decrease in the staff population of the Secretariat over the same period. A list of the high-level positions as at 31 January 2016 is contained in annex I. The Advisory Committee was also provided with data concerning the number of high-level positions at all the United Nations common system entities, with year-on-year changes between 2010 and 2014. The Committee notes that the Secretariat is one of only two entities (the other being the United Nations Development Programme) where there has been significant growth in the number of high-level positions; the overall number of high-level positions remained static in the other entities of the United Nations common system (see annex II).

10. **The Advisory Committee has previously expressed its concern over the apparent upward shift in the grade structure of the Secretariat (see A/68/7, para. 102, A/69/572, para. 134, and A/70/7, para. 88). Despite increasing demands on the Organization, the Committee does not believe that this should necessarily translate into an upward trend of senior positions, since that may lead to fragmentation of leadership responsibilities and diffused accountability. Therefore, the Committee expects that greater efforts will be undertaken to ensure that before presenting proposals for high-level positions a review of existing functions and structures is undertaken to minimize any possible overlap in the functional responsibilities at the senior level of the Organization.**

11. **In this connection, the Advisory Committee recommends that the General Assembly request the Secretary-General to explain his practice and policy on senior appointments in his next overview report on human resources management reform and the measures taken in that regard.**

12. The Advisory Committee also notes that there were 21 high-level appointees serving on one-dollar-per-year contracts (of both fixed-term and temporary durations) in the Secretariat's population of Under-Secretaries-General and Assistant Secretaries-General as at 30 June 2015, compared with 17 such appointees with the same status as at 30 June 2014 (see A/69/292, table 9, and A/70/605, table 9). The Advisory Committee was informed, upon enquiry, that the number of senior staff serving on that type of contract increased to 23 as at 15 February 2016. The Committee further notes that the guidelines regarding the use of such contracts requested by the General Assembly in paragraph 63 of its resolution 67/255 have still not been finalized. **The Advisory Committee expects that the guidelines concerning appointments on one-dollar-per-year contracts will be issued without further delay, as requested by the General Assembly in its resolution 67/255. The Committee also points out that the provision for such high-level appointees is not devoid of costs to the Organization, bearing in mind the requirements for administrative support, additional staff and operational costs, including those related to office space and travel. This should be taken into account when deciding to appoint individuals using this contract modality.**

13. The Advisory Committee also wishes to recall paragraph 64 of General Assembly resolution 67/255, in which the Assembly requested the Secretary-General to inform the Advisory Committee, on a regular basis, concerning, inter alia, one-dollar-a-year contracts. **The Committee notes with concern that the Secretariat has not been complying with this requirement and stresses that all provisions of General Assembly resolution 67/255 must be observed in the future.**

Permanent and continuing appointments

14. The Secretary-General indicates in his report (A/70/605) that over the past five years the ratio of permanent and continuing appointments to the entire staff population of the Secretariat has increased from 16 per cent in 2011 to 23 per cent in 2015, while the ratio of fixed-term appointments to total staff has decreased from 79 per cent in 2011 to 71 per cent in 2015.[2] According to the Secretary-General, this change is due mainly to the one-time exercise to convert staff to permanent appointments and the first continuing-appointment exercise. The Advisory

[2] The ratio of temporary appointments to total staff increased slightly, from 5 per cent in 2011 to 6 per cent in 2015.

Committee was informed that, pursuant to paragraph 56 of General Assembly resolution 65/247, which set out the modalities for granting continuing appointments, including the eligibility criteria, the Secretariat is required to conduct annual reviews subject to the availability of contracts within the appropriate post envelope. The Office of Human Resources Management conducted the first annual review for the year 2012, which was concluded on 30 September 2014. The second annual review, for 2013, commenced on 1 December 2015 and is anticipated to conclude no later than 30 November 2016. **The Committee reiterates its opinion that the ratio of permanent and continuing appointments to total staff should be closely monitored so as to ensure the appropriate balance in the overall global workforce of the Secretariat** (see A/69/572, para. 14).

Workforce planning

15. The Advisory Committee has, on a number of occasions, pointed to the need for systematic workforce planning (see A/63/526, para. 9, A/65/537, para. 9, A/67/545, paras. 12 and 13, and A/69/572, paras. 17-20). In paragraph 16 of its resolution 68/252, the General Assembly urged the Secretary-General to develop a workforce planning system as a matter of priority and to present it to the Assembly at its sixty-ninth session.

16. In this connection, on the related issue of the practice of employing former staff beyond retirement, the Advisory Committee sought and was provided with a table listing the staff members aged 65 years or older appointed during the period July 2014-June 2015 (see annex III).

17. The Advisory Committee also recalls that, while the previous overview report on human resources reform had detailed the workforce planning activities undertaken thus far (A/69/190, paras. 27-33), the Committee was informed, in the context of its review of the most recent composition report, that the Organization is reviewing the approach taken to workforce planning in the light of the new mobility framework. A workforce planning approach specifically tailored to the framework is under development (see also A/70/254, paras. 47-49). **While acknowledging the need for an adapted approach as a result of the new mobility requirements, the Advisory Committee considers that workforce planning is a broader exercise encompassing additional goals such as succession planning, rejuvenation, outreach and so on. The Committee expects therefore that a fully developed strategy concerning the development of a robust workforce planning system will be included in the next overview report on human resources management reform, so that the General Assembly can consider related proposals without further delay.**

Gender

18. The Secretary-General indicates in his report that the ratio of female staff to total staff slightly increased, from 33 per cent to 34.4 per cent, between 2011 and 2015 (see A/70/605, table 2 and paras. 20-22). In terms of the efforts made by the Organization to close the gender gap, the Advisory Committee was further informed that in 2012 the System-wide Action Plan on Gender Equality and the Empowerment of Women was established to monitor the implementation of gender parity and that it was the first inter-agency accountability framework for gender equality. In January 2014, the Department of Field Support launched a senior women talent pipeline initiative, which seeks to identify and support highly

qualified external women candidates and encourage them to apply to P-5 to D-2 level vacancies in field operations. To date, eight women from the pipeline have been selected and over 15 have been rostered in various occupational groups at senior levels. The Secretariat also now utilizes the human resources management scorecard to monitor each department, office, mission and regional commission with respect to individual gender targets. Senior managers' compacts with the Secretary-General are also used to establish annual targets on gender parity and set responsibility for their achievement. Short lists and recommended lists for positions up to the D-2 level are expected to include among the minimum three names of qualified and suitable candidates at least one female candidate. **The Advisory Committee intends to keep the matter of achieving gender balance in the Secretariat workforce under close review. The Committee also encourages the Secretary-General to redouble his efforts in this regard and to report thereon, including on any targeted outreach initiatives, in the next overview report.**

Geographical representation

19. With regard to staff subject to the system of desirable ranges, the report indicates that as at 30 June 2015 there were 3,001 Secretariat staff members with geographical status pursuant to General Assembly resolution 65/247. Between 2011 and 2015, the number of unrepresented and underrepresented Member States decreased from 20 to 18 and from 56 to 37 respectively; at the same time the number of overrepresented Member States increased from 7 to 22 (A/70/605, table 18). **Upon enquiry, the Advisory Committee was provided with updated information on the effect of the new scale of assessment for the period 2016-2018**. The Committee was informed upon enquiry that selection decisions are made in accordance with article 101.3 of the Charter, which provides that paramount consideration should be given to the highest standards of efficiency, competence and integrity. However, the Outreach Unit of the Strategic Planning and Staffing Division continues to collaborate with the agencies, funds and programmes, as well as with departments of the United Nations Secretariat, to target applicants from unrepresented and underrepresented countries by raising awareness about jobs at all levels across all occupational groups at all duty stations. It also actively promotes the young professionals programme to nationals of unrepresented and underrepresented countries. Moreover, career opportunities at the United Nations are promoted through electronic media such as Facebook, Weibo, Twitter and Linkedin; virtual career fairs; radio; targeted videos; as well as through in-person visits to universities and professional associations.

20. With regard to proposals to increase the representation of developing countries in the Secretariat, in accordance with paragraph 47 of General Assembly resolution 67/255, the Advisory Committee was informed that in determining the most suitable candidate, efforts are made to strengthen the overall capacity of management teams with a view to bringing together the best possible blend of experience and competencies. While increases in the representation of developing countries have occurred in recent years, the Secretary-General recognizes that the ratio of posts occupied by the nationals of these countries to the overall staff population has not changed significantly.

21. **The Advisory Committee recalls the provisions of General Assembly resolution 67/255 with respect to improving the representation of developing countries in the Secretariat. Furthermore, the Committee recalls its comments, contained in paragraphs 115-124 of its report on human resources management**

(A/69/572), on the proposed amendments to the system of desirable ranges, which are pending consideration by the General Assembly.[3]

22. On a related matter and in the context of its current review, the Advisory Committee sought and obtained a table containing an overview of staff demographics of the Secretariat as at 30 June 2015 by the five regional groupings (Africa, Asia-Pacific, Eastern Europe, Latin America and the Caribbean and Western Europe and Other States). A summary of that table is contained in annex IV.

Other issues

23. With regard to new appointments, the report of the Secretary-General indicates that from 1 July 2014 to 30 June 2015, 179 Secretariat staff members, having gone through the selection process, were appointed to posts subject to geographical distribution. During the same period, 76 Secretariat staff members were appointed through a national competitive examination or the young professionals programme (A/70/605, para. 45).

24. In terms of movement of staff, the report of the Secretary-General indicates that over the reporting period, from a population of 26,894 staff administered in the Integrated Management Information System and Umoja, the movements of staff included 4,406 appointments and 4,378 separations.[4] The United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic was the biggest recruiting field entity, with 170 appointments and 26 separations; the United Nations Stabilization Mission in Haiti was the biggest downsizing entity, with 77 appointments and 202 separations (see A/70/605, tables 14-16). The Advisory Committee was informed, upon enquiry, that between 2010 and 2015 the percentage of the staff population in non-field operations increased from 45.6 per cent to 49.4 per cent, while the percentage of the staff population in field operations decreased accordingly. The Committee was also informed that the total number of Secretariat staff in New York had increased between 2014 and 2015 from 6,410 to 6,545 (the Department of Economic and Social Affairs, the Department of Management and the Office for the Coordination of Humanitarian Affairs being the fastest growing entities in New York).[5]

25. **Subject to its comments and recommendations above, the Advisory Committee recommends that the General Assembly:**

(a) Take note of the report of the Secretary-General on the composition of the Secretariat: staff demographics (A/70/605);

(b) Endorse the proposed change in the reporting period for future reports on the composition of the Secretariat, starting with the report to be submitted to the General Assembly at its seventy-third session.

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[3] The amendments proposed by the Secretary-General are described in his report entitled "Overview of human resources management reform: assessment of the system of desirable ranges" (A/69/190/Add.4).

[4] Excluding movements of the following Secretariat staff: locally recruited staff, staff administered by UNDP and some of the staff of the International Criminal Tribunals.

[5] The Department of Economic and Social Affairs and the Department of Management had a net increase of 30 staff each, while the Office for the Coordination of Humanitarian Affairs increased by 34 staff. The Advisory Committee will further discuss the issues related to staff movements in its upcoming report on the implementation of the mobility framework.

Annex I

List of Under-Secretaries-General and Assistant Secretaries-General of the Secretariat, at 31 January 2016

No	*Level*	*Entity*	*Functional title*
	Under-Secretaries-General		
	Special advisers, envoys and representatives		
1	USG	DESA	Special Adviser on Climate Change
2	USG	DESA	Special Adviser on Innovative Financing for Development
3	USG	DESA	Special Envoy on Cities and Climate Change
4	USG	DESA	Special Envoy on Climate Change
5	USG	DESA	Special Envoy on Climate Change
6	USG	DESA	Special Envoy on Climate Change
7	USG	DESA	Special Envoy on Disability and Accessibility
8	USG	DESA	Special Envoy for Disaster Risk Reduction and Water
9	USG	DESA	Special Representative of the Secretary-General on International Migration and Development
10	USG	DM	Special Adviser to the Secretary-General
11	USG	DPA	Delegate of the Secretary-General to the Subcommission on End of Conflict Issues within the Colombian Peace Process
12	USG	DPA	Personal Envoy of the Secretary-General for the talks between Greece and the former Yugoslav Republic of Macedonia
13	USG	DPA	Personal Envoy of the Secretary-General for Western Sahara
14	USG	DPA	Special Adviser
15	USG	DPA	Special Adviser on Myanmar
16	USG	DPA	Special Adviser on the Prevention of Genocide
17	USG	DPA	Special Envoy for the Implementation of Security Council Resolution 1559 (2004)
18	USG	DPKO	Special Adviser to the Secretary-General for Community-based Medicine and Lessons from Haiti

No.	*Level*	*Entity*	*Functional title*
19	USG	EOSG	Special Adviser on the Summit on Addressing Large Movements of Refugees and Migrants
20	USG	EOSG	Special Envoy to Stop Tuberculosis
21	USG	EOSG	United Nations Special Envoy for Global Education
22	USG	EOSG	Special Adviser to the Secretary-General
23	USG	EOSG	Special Adviser to the Secretary-General on the 2030 Agenda for Sustainable Development
24	USG	MINUSCA	Special Representative of the Secretary-General for the Central African Republic and Head of the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic
25	USG	MINUSMA	Special Representative of the Secretary-General for Mali and Head of the United Nations Multidimensional Integrated Stabilization Mission in Mali
26	USG	MINUSTAH	Special Representative of the Secretary-General and Head of the United Nations Stabilization Mission in Haiti
27	USG	MONUSCO	Special Representative of the Secretary-General for the Democratic Republic of the Congo and Head of the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
28	USG	OSAA	Special Adviser on Africa
29	USG	OSESSS	Special Envoy for the Sudan and South Sudan and Special Representative of the Secretary-General to the African Union
30	USG	OSE-Syria	Special Envoy for Syria
31	USG	OSASG-Cyprus	Special Adviser on Cyprus
32	USG	OSASG Yemen	Special Adviser on Yemen
33	USG	OSESG-Great Lakes	Special Envoy for the Great Lakes Region
34	USG	OSRSGCAAC	Special Representative of the Secretary-General for Children and Armed Conflict
35	USG	OSRSG-SVC	Special Representative of the Secretary-General on Sexual Violence in Conflict

No.	*Level*	*Entity*	*Functional title*
36	USG	UNAMA	Special Representative of the Secretary-General for Afghanistan and Head of the United Nations Assistance Mission in Afghanistan
37	USG	UNAMI	Special Representative of the Secretary-General for Iraq and Head of the United Nations Assistance Mission for Iraq
38	USG	UNAMID	Joint Special Representative, African Union-United Nations Hybrid Operation in Darfur
39	USG	UNIOGBIS	Special Representative of the Secretary-General for Guinea-Bissau and Head of the United Nations Integrated Peacebuilding Office in Guinea-Bissau
40	USG	UNMIL	Special Representative of the Secretary-General for Liberia and Head of the United Nations Mission in Liberia
41	USG	UNMISS	Special Representative of the Secretary-General for South Sudan and Head of the United Nations Mission in South Sudan
42	USG	UNOCA	Special Representative of the Secretary-General for Central Africa and Head of the United Nations Office for Central Africa
43	USG	UNOCI	Special Representative of the Secretary-General for Côte d'Ivoire and Head of the United Nations Operation in Côte d'Ivoire
44	USG	UNOWA	Special Representative of the Secretary-General for West Africa and Head of the United Nations Office for West Africa and the Sahel
45	USG	UNOG	Special Adviser on Sport for Development and Peace
46	USG	UNOG	Special Envoy for Road Safety
47	USG	UNOV	Special Representative of the Secretary-General for Sustainable Energy for All
48	USG	UNSCO	United Nations Special Coordinator for the Middle East Peace Process and Personal Representative of the Secretary-General to the Palestine Liberation Organization and the Palestinian Authority
49	USG	UNSCOL	United Nations Special Coordinator for Lebanon
50	USG	UNSMIL	Special Representative of the Secretary-General for Libya and Head of the United Nations Support Mission in Libya

No.	*Level*	*Entity*	*Functional title*
51	USG	UNSMIS	Facilitator, Safety and Protection Thematic Working Group
52	USG	UNSMIS	Facilitator, Political and Legal Issues Thematic Working Group
53	USG	UNSOS	Special Representative of the Secretary-General for Somalia and Head of the United Nations Support Office in Somalia
	United Nations Secretariat		
54	USG	DESA	Under-Secretary-General for Economic and Social Affairs
55	USG	DFS	Under-Secretary-General for Field Support
56	USG	DGACM	Under-Secretary-General for General Assembly and Conference Management
57	USG	DM	Under-Secretary-General for Management
58	USG	DPA	Under-Secretary-General for Political Affairs
59	USG	DPKO	Under-Secretary-General for Peacekeeping Operations
60	USG	DPI	Under-Secretary-General for Communications and Public Information
61	USG	DSS	Under-Secretary-General for Safety and Security
62	USG	EOSG	Chef de Cabinet, Executive Office of the Secretary-General
63	USG	ICTR	Prosecutor, International Criminal Tribunal for Rwanda
64	USG	ICTY	Prosecutor, International Tribunal for the Former Yugoslavia
65	USG	OCHA	Under-Secretary-General for Humanitarian Affairs and Emergency Relief Coordinator
66	USG	ODA	Acting High Representative for Disarmament Affairs
67	USG	OHCHR	United Nations High Commissioner for Human Rights
68	USG	OHRLDC	High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
69	USG	OIOS	Under-Secretary-General for Internal Oversight Services

No.	*Level*	*Entity*	*Functional title*
70	USG	OLA	Under-Secretary-General for Legal Affairs and United Nations Legal Counsel
71	USG	UNCTAD	Secretary-General, United Nations Conference on Trade and Development
72	USG	UNEP	Executive Director, United Nations Environment Programme
73	USG	UN-Habitat	Executive Director, United Nations Human Settlements Programme
74	USG	UNODC	Director-General of the United Nations Office at Vienna and Executive Director of the United Nations Office on Drugs and Crime
75	USG	UNOG	Director-General, United Nations Office at Geneva
76	USG	UNON	Director-General, United Nations Office at Nairobi
	Regional commissions		
77	USG	ECA	Executive Secretary, Economic Commission for Africa
78	USG	ECE	Executive Secretary, Economic Commission for Europe
79	USG	ECLAC	Executive Secretary, Economic Commission for Latin America and the Caribbean
80	USG	ESCAP	Executive Secretary, Economic and Social Commission for Asia and the Pacific
81	USG	ESCWA	Executive Secretary, Economic and Social Commission for Western Asia
	Assistant Secretaries-General		
	Special advisers, envoys and representatives		
1	ASG	DPA	Special Adviser
2	ASG	DPA	Special Adviser for the Relocation of Camp Hurriya Residents Outside of Iraq
3	ASG	EOSG	Special Envoy for Financing the Health Millennium Development Goals and for Malaria
4	ASG	MINURSO	Special Representative of the Secretary-General for Western Sahara and Head of the United Nations Mission for the Referendum in Western Sahara

No	*Level*	*Entity*	*Functional title*
5	ASG	MINUSCA	Deputy Special Representative of the Secretary-General
6	ASG	MINUSCA	Deputy Special Representative of the Secretary-General and Resident Coordinator
7	ASG	MINUSMA	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator
8	ASG	MINUSMA	Deputy Special Representative of the Secretary-General (Political)
9	ASG	MINUSMA	Force Commander
10	ASG	MINUSTAH	Deputy Special Representative of the Secretary-General, Political and Rule of Law
11	ASG	MINUSTAH	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator
12	ASG	MONUSCO	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator
13	ASG	MONUSCO	Deputy Special Representative of the Secretary-General for Operations and the Rule of Law
14	ASG	ODA	Head of the Organization for the Prohibition of Chemical Weapons-United Nations Joint Investigative Mechanism
15	ASG	OSES	Special Envoy for the Sahel
16	ASG	OSE-Syria	Deputy Special Envoy for Syria
17	ASG	OSRSG-VAC	Special Representative of the Secretary-General on Violence against Children
18	ASG	UNAMA	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator
19	ASG	UNAMA	Deputy Special Representative of the Secretary-General (Political Affairs)
20	ASG	UNAMI	Deputy Special Representative of the Secretary-General for Political, Electoral and Constitutional Affairs
21	ASG	UNAMI	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator for Iraq
22	ASG	UNAMID	Deputy Joint Special Representative
23	ASG	UNAMID	Force Commander

No.	*Level*	*Entity*	*Functional title*
24	ASG	UNFICYP	Special Representative of the Secretary-General in Cyprus and Head of Mission, United Nations Peacekeeping Force in Cyprus
25	ASG	UNSMIS	Facilitator, Continuity of Public Services, Reconstruction and Development Thematic Working Group
26	ASG	UNDOF	Head of Mission and Force Commander
27	ASG	UNIS	Special Representative of the Secretary-General for the United Nations International School
28	ASG	UNISFA	Head of Mission, United Nations Interim Security Force for Abyei
29	ASG	UNMIK	Special Representative of the Secretary-General and Head of the United Nations Interim Administration Mission in Kosovo
30	ASG	UNMIL	Deputy Special Representative of the Secretary-General and Resident Coordinator
31	ASG	UNMIL	Deputy Special Representative of the Secretary-General (Political and the Rule of Law)
32	ASG	UNMISS	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator
33	ASG	UNMISS	Deputy Special Representative of the Secretary-General (Political)
34	ASG	UNMISS	Force Commander
35	ASG	UNOCI	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator
36	ASG	UNOCI	Deputy Special Representative of the Secretary-General
37	ASG	UNRCCA	Special Representative of the Secretary-General and Head of the United Nations Regional Centre for Preventive Diplomacy for Central Asia
38	ASG	UNRGID	United Nations Representative to the Geneva International Discussions
39	ASG	UNSCO	Deputy Special Coordinator for the Middle East Peace Process, United Nations Coordinator for Humanitarian and Development Activities in the Occupied Palestinian Territory

No.	*Level*	*Entity*	*Functional title*
40	ASG	UNSCOL	Deputy Special Coordinator and Resident and Humanitarian Coordinator
41	ASG	UNSMIL	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator
42	ASG	UNSMIL	Senior Advisor to the Special Representative of the Secretary-General on security sector matters related to the dialogue process
43	ASG	UNSMIS	Facilitator, Military, Security and Counter-terrorism Thematic Working Group
44	ASG	UNSOS	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator
45	ASG	UNSOS	Deputy Special Representative of the Secretary-General
46	ASG	UNTSO	Chief of Staff and Head of the United Nations Truce Supervision Organization
	United Nations Secretariat		
47	ASG	CTED	Executive Director, Counter-Terrorism Committee Executive Directorate
48	ASG	DESA	Assistant Secretary-General for Policy Coordination and Inter-Agency Affairs
49	ASG	DESA	Assistant Secretary-General for Economic Development
50	ASG	DFS	Assistant Secretary-General for Field Support
51	ASG	DM	Assistant Secretary-General for Central Support Services
52	ASG	DM	Assistant Secretary-General, Enterprise Resource Planning Project
53	ASG	DM	Assistant Secretary-General for Human Resources Management
54	ASG	DM	Assistant Secretary-General for Programme Planning, Budget and Accounts, Controller
55	ASG	DM	Chief Information Technology Officer
56	ASG	DM	President of the Staff-Management Coordination Committee
57	ASG	DPA	Assistant Secretary-General for Political Affairs

No	*Level*	*Entity*	*Functional title*
58	ASG	DPA	Assistant Secretary-General for Political Affairs
59	ASG	DPA	Mediator in Residence
60	ASG	DPA	Mediator in Residence
61	ASG	DPKO	Assistant Secretary-General for Rule of Law and Security Institutions
62	ASG	DPKO	Assistant Secretary-General for Peacekeeping Operations
63	ASG	DPKO	Military Adviser
64	ASG	DSS	Assistant Secretary-General for Safety and Security
65	ASG	EOSG	Deputy Chef de Cabinet Ad Interim, Executive Office of the Secretary-General
66	ASG	ICTR	Registrar of the International Criminal Tribunal for Rwanda
67	ASG	ICTY	Registrar, International Tribunal for the former Yugoslavia and Registrar of the International Residual Mechanism for Criminal Tribunals
68	ASG	OCHA	Assistant Secretary-General for Disaster Risk Reduction and Special Representative of the Secretary-General for the Implementation of the Hyogo Framework for Action
69	ASG	OCHA	Assistant Secretary-General for Humanitarian Affairs and Deputy Emergency Relief Coordinator
70	ASG	OCHA	Humanitarian Envoy
71	ASG	OHCHR	Deputy High Commissioner for Human Rights
72	ASG	OHCHR	Assistant Secretary-General, Head of the New York Office of the Office of the United Nations High Commissioner for Human Rights
73	ASG	OIOS	Assistant Secretary-General for Internal Oversight Services
74	ASG	OLA	Assistant Secretary-General for Legal Affairs
75	ASG	OLA	Registrar, Special Tribunal for Lebanon
76	ASG	PBSO	Assistant Secretary-General for Peacebuilding Support
77	ASG	UNCTAD	Deputy Secretary-General, United Nations Conference on Trade and Development

No.	*Level*	*Entity*	*Functional title*
78	ASG	UNEP	Executive Secretary, Secretariat of the Convention on Biological Diversity
79	ASG	UNEP	Assistant Secretary-General and Head of New York Office
80	ASG	UNEP	Deputy Executive Director, United Nations Environment Programme
81	ASG	UNIFIL	Head of Mission and Force Commander
82	ASG	UN-Habitat	Deputy Executive Director
83	ASG	UNOMS	Ombudsman

Abbreviations: DESA, Department of Economic and Social Affairs; DFS, Department of Field Support; DGACM, Department for General Assembly and Conference Management; DM, Department of Management; DPA, Department of Political Affairs; DPI, Department of Public Information; DPKO, Department of Peacekeeping Operations; ECLAC, Economic Commission for Latin America and the Caribbean; EOSG, Executive Office of the Secretary-General; MINUSCA, United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic; MINUSMA, United Nations Multidimensional Integrated Stabilization Mission in Mali; MINUSTAH, United Nations Stabilization Mission in Haiti; MONUSCO, United Nations Organization Stabilization Mission in the Democratic Republic of the Congo; OAJ, Office of Administration of Justice; OCHA, Office for the Coordination of Humanitarian Affairs; ODA, Office for Disarmament Affairs; OHCHR, Office of the United Nations High Commissioner for Human Rights; OLA, Office of Legal Affairs; PSO, Peacebuilding Support Office; OSSA, Office of the Special Adviser on Africa; OSESSS, Office of the Special Envoy for the Sudan and South Sudan; OSE-Syria, Office of the Special Envoy for Syria; OSASG, Office of the Special Adviser of the Secretary-General; OSESG, Office of the Special Envoy of the Secretary-General; UNAMA, United Nations Assistance Mission in Afghanistan; UNAMI, United Nations Assistance Mission in Iraq; UNAMID, African Union-United Nations Hybrid Operation in Darfur; UNCTAD, United Nations Conference on Trade and Development; UNIOGBIS, United Nations Integrated Peacebuilding Office in Guinea-Bissau; UNMIL, United Nations Mission in Liberia; UNMISS, United Nations Mission in South Sudan; UNOCA, United Nations Office for Central Africa; UNOCI, United Nations Operation in Côte d'Ivoire; UNOWA, United Nations Office for West Africa and the Sahel; UNODC, United Nations Office on Drugs and Crime; UNOG, United Nations Office at Geneva; UNON, United Nations Office at Nairobi; UNOV, United Nations Office at Vienna; UNSCO, United Nations Special Coordinator for the Middle East Peace Process; UNSCOL, United Nations Special Coordinator for Lebanon; UNSMIL, United Nations Support Mission in Libya; UNSMIS, United Nations Supervision Mission in the Syrian Arab Republic; UNSOS, United Nations Support Office in Somalia.

Annex II

Number of staff above the D-2 level and all staff with contracts of one year or more for entities in the United Nations common system, 2011-2014 (as at 31 December each year)

	Ungraded (all staff above the D-2 level)					*All staff*				
Entity	*2010*	*2011*	*2012*	*2013*	*2014*	*2010*	*2011*	*2012*	*2013*	*2014*
UN	118	124	127	138	138	37 322	33 574	32 417	32 462	32 094
UNDP	11	12	12	9	14	6 276	6 514	6 474	6 285	5 993
UNFPA	3	2	3	3	3	1 616	1 668	1 691	1 784	1 851
UNOPS	2	2	2	2	2	720	718	734	720	693
UNHCR	4	4	4	4	4	5 879	5 433	5 782	6 712	6 594
UNICEF	4	3	4	4	5	7 624	8 065	8 028	8 119	8 344
UN-Women	0	3	3	3	2	0	353	524	543	610
UNITAR	1	1	1	1	0	47	62	55	49	37
UNRWA	2	2	2	2	2	191	201	200	220	221
ITC	1	1	1	1	1	264	261	263	276	262
ICSC	2	0	0	0	0	40	39	39	43	44
ICJ	1	1	1	0	1	112	111	114	113	113
UNJSPF	1	1	1	1	2	208	217	224	225	224
UNU	1	1	1	2	2	104	107	114	112	105
ILO	11	9	10	9	11	2 426	2 389	2 337	2 287	2 273
ITCILO	0	0	0	0	0	188	194	178	175	176
FAO	17	15	15	12	14	3 474	3 509	3 317	3 255	3 083
WFP	5	4	5	7	6	4 269	4 254	4 170	4 319	4 537
UNESCO	12	12	13	13	10	1 958	1 928	2 051	2 038	1 957
WHO	19	17	17	15	15	5 971	5 855	5 541	5 398	5 376
PAHO	3	3	3	3	4	793	802	828	821	809
UNAIDS	3	3	3	3	3	454	704	681	673	685
ICAO	2	1	1	1	1	700	715	745	710	714
UPU	2	2	0	2	2	194	191	191	185	178
ITU	0	0	0	0	0	738	746	749	752	741
WMO	3	3	3	3	3	272	271	280	280	291
IMO	1	0	1	1	1	295	286	296	267	266
WIPO	8	8	8	8	9	923	975	1 008	1 019	1 052
IFAD	5	6	5	6	6	530	544	534	510	537
UNIDO	1	1	1	1	1	719	685	666	617	606
IAEA	8	9	9	7	7	2 220	2 238	2 321	2 310	2 339
UNWTO	4	4	4	4	4	95	98	95	96	97
UNFCCC	0	1	1	1	1	0	449	461	487	476

	Ungraded (all staff above the D-2 level)					*All staff*				
Entity	*2010*	*2011*	*2012*	*2013*	*2014*	*2010*	*2011*	*2012*	*2013*	*2014*
UNICC	0	0	0	0	0	0	166	179	175	204
UNSSC	0	0	0	0	0	0	32	32	32	36
Total	**255**	**255**	**261**	**266**	**274**	**86 622**	**84 354**	**83 319**	**84 069**	**83 618**

Abbreviations: UN, United Nations Secretariat; UNDP, United Nations Development Programme; UNFPA, United Nations Population Fund; UNOPS, United Nations Office for Project Services; UNHCR, Office of the United Nations High Commissioner for Human Rights; UNICEF, United Nations Children's Fund; UN-Women, United Nations Entity for Gender Equality and the Empowerment of Women; UNITAR, United Nations Institute for Training and Research; UNRWA, United Nations Relief and Works Agency for Palestine Refugees in the Near East; ITC, International Trade Centre; ICSC, International Civil Service Commission; ICJ, International Court of Justice; UNJSPF, United Nations Joint Staff Pension Fund; UNU, United Nations University; ILO, International Labour Organization; International Training Centre of ILO; Food and Agriculture Organization of the United Nations; WFP, World Food Programme; UNESCO, United Nations Educational, Scientific and Cultural Organization; WHO, World Health Organization; PAHO, Pan American Health Organization; UNAIDS, Joint United Nations Programme on HIV/AIDS; ICAO, International Civil Aviation Authority; UPU, Universal Postal Union; ITU, International Telecommunication Union; WMO, World Meteorological Organization; IMO, International Maritime Organization; WIPO, World Intellectual Property Organization; IFAD, International Fund for Agricultural Development; UNIDO, United Nations Industrial Development Organization; IAEA, International Atomic Energy Agency; UNWTO, United Nations World Tourism Organization; UNFCCC, United Nations Framework Convention on Climate Change; UNICC, United Nations International Computing Centre; UNSSC, United Nations System Staff College.

Annex III

Secretariat staff members 65 years old or older appointed during the period July 2014-June 2015, by level and appointment type (excludes Under-Secretaries-General, Assistant Secretaries-General, interpreters, revisers and translators)

Level	*Age range*	*Entity*	*Appointment Type*	*Appointment effective date*	*Appointment expiration date*	*Functional title*
D-2	65-69	DESA	Fixed-term	04/10/2014	31/10/2016	Judge
D-2	65-69	DESA	Fixed-term	06/10/2014	31/10/2016	Judge
D-2	65-69	UNAMID	Temporary	04/08/2014	30/09/2014	Director
D-1	65-69	DM	Temporary	13/05/2015	10/05/2016	Principal Officer
D-1	65-69	DM	Temporary	17/10/2014	31/12/2014	Principal Officer
D-1	65-69	DPI	Temporary	30/03/2015	25/03/2016	Acting Director
P-5	70-74	DESA	Temporary	22/06/2015	09/09/2015	Senior Economic Affairs Officer
P-5	65-69	DESA	Temporary	12/05/2015	23/07/2015	Senior Economic Affairs Officer
P-5	65-69	DM	Temporary	02/09/2014	30/08/2016	Senior Information Systems Officer
P-5	65-69	DM	Temporary	29/09/2014	30/11/2014	Senior Administrative Management Officer
P-5	70-74	DM	Temporary	10/11/2014	31/12/2014	Procurement Officer
P-5	65-69	ECLAC	Temporary	01/09/2014	28/08/2016	Economic Affairs Officer
P-5	65-69	UNODC	Temporary	23/01/2015	22/10/2015	Representative
P-4	70-74	DESA	Temporary	27/04/2015	26/06/2015	Human Resources Officer
P-4	65-69	DESA	Temporary	06/03/2015	04/03/2016	Budget and Finance Officer
P-4	65-69	DM	Temporary	01/06/2015	18/12/2015	Human Resources Officer
P-4	65-69	DM	Temporary	15/01/2015	14/04/2015	Human Resources Officer
P-4	65-69	DM	Temporary	10/03/2015	09/06/2015	Human Resources Officer
P-4	65-69	DM	Temporary	30/07/2014	29/10/2014	Medical Officer
P-4	70-74	UNOG	Temporary	29/06/2015	09/07/2015	Medical Officer

Level	*Age range*	*Entity*	*Appointment Type*	*Appointment effective date*	*Appointment expiration date*	*Functional title*
P-3	65-69	DESA	Temporary	22/05/2015	05/06/2015	Administrative Officer
P-3	65-69	DM	Temporary	06/02/2015	05/05/2015	Procurement Officer
P-3	65-69	DM	Temporary	30/04/2015	30/06/2015	Procurement Officer
P-3	75+	DM	Temporary	15/09/2014	14/12/2014	Human Resources Officer
P-3	70-74	DM	Temporary	29/10/2014	31/12/2014	Procurement Officer
P-3	70-74	DPI	Temporary	09/04/2015	22/05/2015	Press Officer
P-3	70-74	DPI	Temporary	19/03/2015	15/07/2015	Television Producer
P-3	65-69	DPI	Temporary	23/09/2014	30/09/2014	Public Information Officer
P-3	75+	DPI	Temporary	23/09/2014	30/09/2014	Public Information Officer
P-3	65-69	MINUSCA	Temporary	17/03/2015	31/12/2015	Protocol Officer
P-3	65-69	MINUSCA	Temporary	28/12/2014	27/06/2015	Security Officer
P-3	65-69	OAJ	Temporary	03/06/2015	02/09/2015	Legal Officer
P-3	70-74	OCHA	Temporary	10/03/2015	09/09/2015	Human Resources Officer
FS-6	65-69	BNUB	Temporary	21/07/2014	28/02/2015	Chief of Section
FS-5	65-69	DESA	Temporary	10/03/2015	06/06/2015	Human Resources Assistant
G-7	65-69	DGACM	Temporary	16/03/2015	10/06/2015	Administrative Assistant
G-7	70-74	DM	Temporary	23/06/2015	09/09/2015	Payroll Assistant
G-7	65-69	ECLAC	Temporary	01/12/2014	31/03/2015	Programme Assistant
G-6	65-69	DESA	Temporary	12/01/2015	03/04/2015	Human Resources Assistant
G-6	70-74	DESA	Temporary	09/03/2015	25/06/2015	Finance and Budget Assistant
G-6	65-69	DESA	Temporary	09/03/2015	12/05/2015	Administrative Assistant
G-6	65-69	DESA	Temporary	01/06/2015	31/12/2015	Research Assistant
G-6	70-74	DESA	Temporary	15/12/2014	14/03/2015	Research Assistant
G-6	65-69	DESA	Temporary	02/04/2015	23/07/2015	Budget Assistant
G-6	65-69	DGACM	Temporary	25/08/2014	21/11/2014	Documents Management Assistant

Level	*Age range*	*Entity*	*Appointment Type*	*Appointment effective date*	*Appointment expiration date*	*Functional title*
G-6	65-69	DGACM	Temporary	09/02/2015	31/05/2015	Administrative Assistant
G-6	65-69	DGACM	Temporary	03/02/2015	15/05/2015	Administrative Assistant
G-6	65-69	DGACM	Temporary	07/10/2014	19/12/2014	Meetings Services Assistant
G-6	65-69	DGACM	Temporary	04/11/2014	23/10/2015	Administrative Assistant
G-6	65-69	DGACM	Temporary	20/10/2014	19/11/2014	Language Reference Assistant
G-6	65-69	DGACM	Temporary	15/08/2014	31/10/2014	Protocol Assistant
G-6	65-69	DM	Temporary	05/01/2015	22/04/2015	Human Resources Assistant
G-6	65-69	DM	Temporary	10/04/2015	07/04/2016	Senior Staff Assistant
G-6	65-69	DM	Temporary	13/04/2015	31/12/2015	Administrative Assistant
G-6	65-69	DM	Temporary	31/03/2015	01/12/2015	Administrative Assistant
G-6	65-69	DPA	Temporary	01/04/2015	31/01/2016	Administrative Assistant
G-6	70-74	DPI	Temporary	11/05/2015	10/08/2015	Administrative Assistant
G-6	75+	ECLAC	Temporary	02/03/2015	30/11/2015	Research Assistant
G-6	65-69	ECLAC	Temporary	10/09/2014	30/04/2016	Programme Assistant
G-6	65-69	ESCAP	Temporary	06/05/2015	12/06/2015	Text Processing Assistant
G-6	65-69	OCHA	Temporary	02/10/2014	01/10/2015	Staff Assistant
G-6	65-69	OHCHR	Temporary	12/01/2015	27/03/2015	Finance Assistant
G-6	65-69	UNOG	Temporary	02/02/2015	14/04/2015	Human Resources Assistant
G-6	65-69	UNOG	Temporary	02/03/2015	20/03/2015	Meetings Services Assistant
G-6	65-69	UNOG	Temporary	04/05/2015	03/08/2015	Human Resources Assistant
G-6	65-69	UNON	Temporary	10/04/2015	30/06/2015	Meetings Services Assistant
G-5	65-69	DESA	Temporary	27/03/2015	17/04/2015	Meetings Services Assistant
G-5	75+	DFS	Temporary	10/06/2015	09/10/2015	Human Resources Assistant

Level	*Age range*	*Entity*	*Appointment Type*	*Appointment effective date*	*Appointment expiration date*	*Functional title*
G-5	65-69	DFS	Temporary	12/09/2014	30/04/2016	Human Resources Assistant
G-5	65-69	DFS	Temporary	07/07/2014	06/08/2014	Human Resources Assistant
G-5	65-69	DGACM	Temporary	08/10/2014	30/04/2015	Language Services Assistant
G-5	70-74	DM	Temporary	16/09/2014	14/11/2014	Administrative Assistant
G-5	65-69	DM	Temporary	13/10/2014	31/03/2016	Human Resources Assistant
G-5	65-69	DM	Temporary	02/06/2015	01/09/2015	Procurement Assistant
G-5	65-69	DM	Temporary	18/05/2015	24/09/2015	Finance and Budget Assistant
G-5	65-69	DM	Temporary	22/07/2014	21/10/2014	Administrative Assistant
G-5	70-74	DPKO	Temporary	12/09/2014	24/10/2014	Administrative Assistant
G-5	65-69	ECLAC	Temporary	23/03/2015	22/09/2015	Human Resources Assistant
G-5	65-69	ECLAC	Temporary	03/12/2014	29/02/2016	Office Assistant
G-5	65-69	ODA	Temporary	23/02/2015	21/02/2016	Administrative Assistant
G-5	65-69	OLA	Temporary	04/05/2015	15/04/2016	Legal Assistant
G-5	65-69	PSO	Temporary	08/12/2014	29/02/2016	Staff Assistant
G-5	65-69	UNOG	Temporary	19/01/2015	13/02/2015	Secretary
G-	70-74	UNOG	Temporary	07/07/2014	08/08/2014	Secretary
G-5	70-74	UNOG	Temporary	26/05/2015	19/06/2015	Secretary
G-5	70-74	UNOG	Temporary	22/06/2015	10/07/2015	Secretary
G-5	75+	UNOG	Temporary	04/05/2015	05/06/2015	Secretary
G-5	65-69	UNOG	Temporary	04/05/2015	03/07/2015	Printing Press Operator
G-5	65-69	UNOG	Temporary	01/12/2014	16/01/2015	Accounting Assistant
G-5	65-69	UNON	Temporary	01/12/2014	31/01/2015	Editorial Assistant
G-5	65-69	UNOV	Temporary	14/04/2015	22/05/2015	Editorial and Desktop Publishing Assistant
G-5	65-69	UNOV	Temporary	04/08/2014	22/08/2014	Editorial and Desktop Publishing Assistant

Level	*Age range*	*Entity*	*Appointment Type*	*Appointment effective date*	*Appointment expiration date*	*Functional title*
G-5	65-69	UNOV	Temporary	02/03/2015	10/04/2015	Editorial and Desktop Publishing Assistant
G-5	65-69	UNOV	Temporary	29/06/2015	28/08/2015	Editorial and Desktop Publishing Assistant
G-4	65-69	DGACM	Temporary	08/10/2014	31/10/2014	Language Reference Assistant
G-4	75+	DGACM	Temporary	01/07/2014	31/01/2015	Editorial and Desktop Publishing Assistant
G-4	65-69	DGACM	Temporary	01/07/2014	31/10/2014	Editorial and Desktop Publishing Assistant
G-4	65-69	DGACM	Temporary	25/08/2014	24/09/2014	Editorial and Desktop Publishing Assistant
G-4	70-74	DGACM	Temporary	15/09/2014	19/12/2014	Protocol Assistant
G-4	75+	DGACM	Temporary	07/01/2015	31/03/2015	Editorial and Desktop Publishing Assistant
G-4	65-69	DGACM	Temporary	01/08/2014	29/09/2015	Editorial and Desktop Publishing Assistant
G-4	65-69	DM	Temporary	13/03/2015	31/07/2015	Team Assistant
G-4	65-69	DPA	Temporary	20/11/2014	13/02/2015	Team Assistant
G-4	65-69	DPI	Temporary	18/09/2014	17/10/2014	Public Information Assistant
G-4	65-69	DPI	Temporary	27/04/2015	22/05/2015	Editorial Assistant
G-4	65-69	DPI	Temporary	11/09/2014	08/10/2014	Public Information Assistant
G-4	65-69	OCHA	Temporary	22/07/2014	24/10/2014	Team Assistant
G-4	65-69	ODA	Temporary	20/04/2015	22/05/2015	Team Assistant
G-4	65-69	OHCHR	Temporary	08/06/2015	07/08/2015	Office Assistant
G-4	65-69	UNOG	Temporary	20/04/2015	26/06/2015	Text Processing Clerk
G-4	65-69	UNOV	Temporary	26/03/2015	31/12/2016	Conference Services Assistant
G-3	70-74	DGACM	Temporary	02/03/2015	30/06/2015	Editorial and Desktop Publishing Assistant
G-3	70-74	DGACM	Temporary	01/12/2014	23/12/2014	Editorial and Desktop Publishing Assistant

Level	*Age range*	*Entity*	*Appointment Type*	*Appointment effective date*	*Appointment expiration date*	*Functional title*
G-3	70-74	DGACM	Temporary	01/08/2014	31/10/2014	Editorial and Desktop Publishing Assistant
G-3	65-69	DGACM	Temporary	03/07/2014	31/10/2014	Editorial and Desktop Publishing Assistant
G-3	65-69	DGACM	Temporary	02/09/2014	31/12/2014	Editorial and Desktop Publishing Assistant
G-3	65-69	DGACM	Temporary	02/09/2014	31/12/2014	Editorial and Desktop Publishing Assistant
G-3	65-69	DGACM	Temporary	01/07/2014	31/08/2014	Editorial and Desktop Publishing Assistant
G-3	65-69	DGACM	Temporary	01/07/2014	31/08/2014	Editorial and Desktop Publishing Assistant
G-3	75+	DGACM	Temporary	01/10/2014	31/12/2014	Editorial and Desktop Publishing Assistant
G-3	65-69	DGACM	Temporary	03/11/2014	31/12/2014	Editorial and Desktop Publishing Assistant
G-3	70-74	DGACM	Temporary	02/09/2014	31/10/2014	Editorial and Desktop Publishing Assistant
G-3	70-74	DGACM	Temporary	02/09/2014	31/10/2014	Editorial and Desktop Publishing Assistant
G-3	70-74	UNOG	Temporary	29/09/2014	31/12/2014	Text Processing Clerk

Abbreviations: BNUB, United Nations Office in Burundi; DESA, Department of Economic and Social Affairs; DFS, Department of Field Support; DGACM, Department for General Assembly and Conference Management; DM, Department of Management; DPA, Department of Political Affairs; DPI, Department of Public Information; DPKO, Department of Peacekeeping Operations; ECLAC, Economic Commission for Latin America and the Caribbean; MINUSCA, United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic; OAJ, Office of Administration of Justice; OCHA, Office for the Coordination of Humanitarian Affairs; ODA, Office for Disarmament Affairs; OHCHR, Office of the United Nations High Commissioner for Human Rights; OLA, Office of Legal Affairs; PSO, Peacebuilding Support Office; UNAMID, African Union-United Nations Hybrid Operation in Darfur; UNIFIL, United Nations Interim Force in Lebanon; UNODC, United Nations Office on Drugs and Crime; UNOG, United Nations Office at Geneva; UNON, United Nations Office at Nairobi; UNOV, United Nations Office at Vienna.

Annex IV

Demographics of Secretariat staff by regional group

Regional group or country of nationality	*Gender*	*Professional and higher categories*		*Field Service*		*General Service and related categories*		*All staff*	
		Number	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*
African Group	Female	770	6.12	639	15.43	2 941	12.08	4 350	10.59
	Male	1 851	14.70	1 134	27.38	9 665	39.69	12 650	30.79
	All	2 621	20.82	1 773	42.81	12 606	51.77	17 000	41.38
Asia-Pacific Group	Female	780	6.20	195	4.71	1 514	6.22	2 489	6.06
	Male	1 241	9.86	785	18.95	3 347	13.75	5 373	13.08
	All	2 021	16.05	980	23.66	4 861	19.96	7 862	19.14
Eastern European Group	Female	338	2.68	114	2.75	459	1.89	911	2.22
	Male	635	5.04	379	9.15	395	1.62	1 409	3.43
	All	973	7.73	493	11.90	854	3.51	2 320	5.65
Latin American and Caribbean Group	Female	430	3.42	89	2.15	967	3.97	1 486	3.62
	Male	503	4.00	181	4.37	1 385	5.69	2 069	5.04
	All	933	7.41	270	6.52	2 352	9.66	3 555	8.65
Western European and other States Group	Female	2 878	22.86	153	3.69	1 843	7.57	4 874	11.86
	Male	3 137	24.92	444	10.72	1 727	7.09	5 308	12.92
	All	6 015	47.78	597	14.41	3 570	14.66	10 182	24.79
Subtotal	**Female**	**5 196**	**41.27**	**1 190**	**28.73**	**7 724**	**31.72**	**14 110**	**34.35**
	Male	**7 367**	**58.51**	**2 923**	**70.57**	**16 519**	**67.84**	**26 809**	**65.26**
	All	**12 563**	**99.79**	**4 113**	**99.30**	**24 243**	**99.56**	**40 919**	**99.61**
State of Palestine	Female	5	0.04	6	0.14	14	0.06	25	0.06
	Male	17	0.14	23	0.56	70	0.29	110	0.27
	All	22	0.17	29	0.70	84	0.34	135	0.33
Stateless	Female	1	0.01	–	0.00	–	0.00	1	0.00
	Male	4	0.03	–	0.00	22	0.09	26	0.06
	All	5	0.04	–	0.00	22	0.09	27	0.07
Total	**Female**	**5 202**	**41.32**	**1 196**	**28.87**	**7 738**	**31.78**	**14 136**	**34.41**
	Male	**7 388**	**58.68**	**2 946**	**71.13**	**16 611**	**68.22**	**26 945**	**65.59**
	All	**12 590**	**100.00**	**4 142**	**100.00**	**24 349**	**100.00**	**41 081**	**100.00**